



# State of Nebraska

## NEBRASKA EQUAL OPPORTUNITY COMMISSION

David R. Koltes ,  
Complainant,

vs.

The Auto Club Group d/b/a AAA  
Nebraska,  
Respondent.

### COMMISSION DETERMINATION

NEB 1-19/20-1-51071-RS  
EEOC 32E-2020-00235

A determination has been made in the above-referenced matter before the Nebraska Equal Opportunity Commission. Pursuant to the **Nebraska Fair Employment Practice Act** and the Rules and Regulations of the Nebraska Equal Opportunity Commission, the Commission has officially dismissed this charge.

The evidence fails to support the allegations of discrimination (see attached); and there is no appeal process. This finding of **no reasonable cause** is the final determination of the Commission and completes the handling of the charge. The deadline for filing an action directly in state district court is 90 days after the receipt of this notice.

Since this charge was also filed under Federal law, you may contact the U.S. Equal Employment Opportunity Commission in St. Louis within fifteen (15) days of your receipt of this notice regarding this case. Requests for a Substantial Weight Review must be made via email to Joseph Wilson, State and Local Coordinator, U.S. Equal Employment Opportunity Commission, at [Joseph.Wilson@EEOC.gov](mailto:Joseph.Wilson@EEOC.gov).

#### MAIN OFFICE:

301 Centennial Mall, South ☐  
PO Box 94934  
Lincoln, NE 68509-4934  
Phone: 402-471-2024  
Fax: 402-471-4059  
800-642-6112  
[www.NEOC.nebraska.gov](http://www.NEOC.nebraska.gov)

#### BRANCH OFFICES:

1313 Farnam-on-the-Mall ☐  
Omaha, NE 68102-1836  
Phone: 402-595-2028  
Fax: 402-595-1205  
800-382-7820

505A Broadway Suite 600 ☐  
Scottsbluff, NE 68361-3515  
Phone: 308-632-1340  
Fax: 308-632-1341  
800-830-8633

Due to the complexity of the law, and other avenues of redress that may exist, you may wish to consult with an attorney.

The Commission wishes to thank you for your cooperation in the processing of this charge.

For the Commission

MAR 04 2021

Date

EXHIBIT A